

ASSOCIATION OF STATE AND TERRITORIAL SOLID WASTE MANAGEMENT OFFICIALS

Environmental Show of the South 2018
Chattanooga, TN



ASTSWMO, Providing Pathways to Our
Nation's Environmental Stewardship Since 1974

- ▶ The Association of State and Territorial Solid Waste Management Officials, a non-profit trade association, representing all 50 States, five territories, and the District of Columbia (the States) on environmental issues.
- ▶ Founded on October 22, 1974 in Atlanta, Georgia.
- ▶ Located in Washington, DC.

WHAT IS ASTSWMO?

Mission Statement:

To enhance and promote effective State and Territorial programs and to affect relevant national policies for waste and materials management, environmentally sustainable practices, and environmental restoration.

WHAT IS OUR MISSION?

Several thin, white, parallel diagonal lines are positioned in the bottom right corner of the slide, extending from the right edge towards the center.

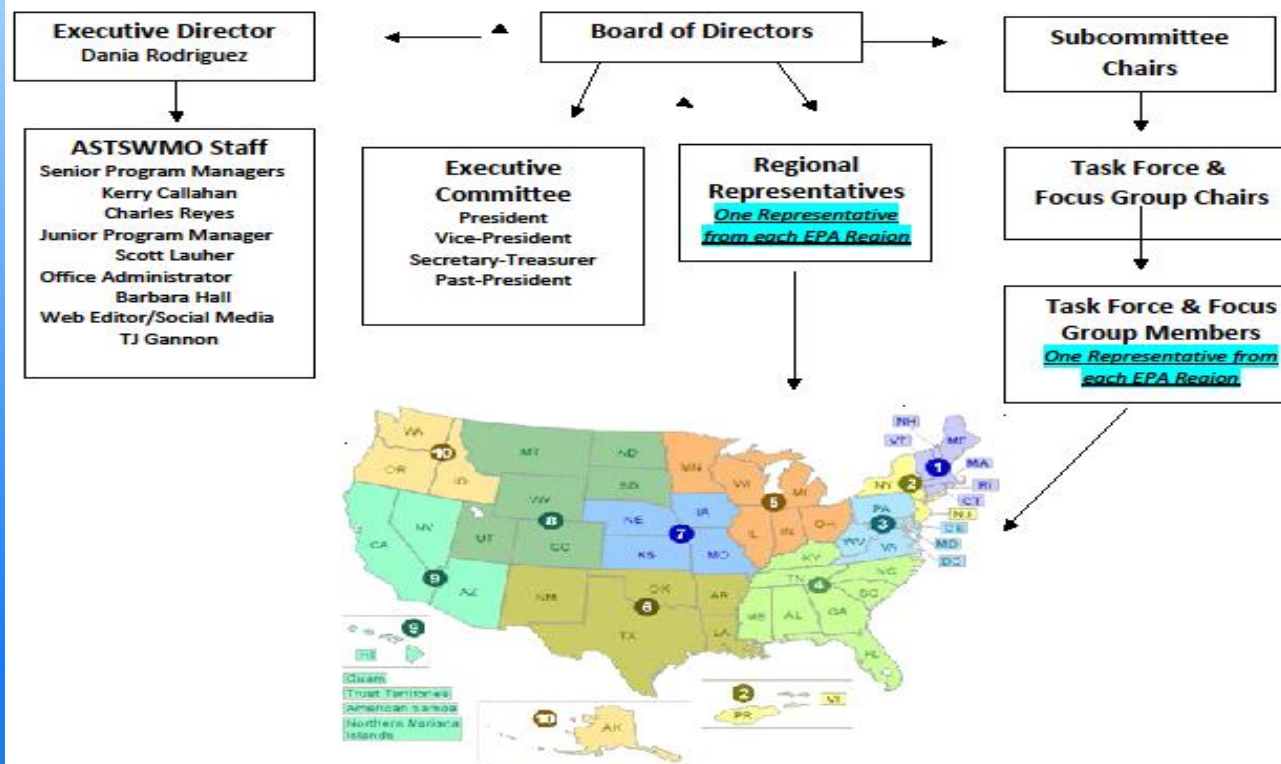
- ▶ Represent the States to the various sectors, including the Federal Government on State environmental issues and the State programs.
- ▶ Educate and train our members on current policies, and initiatives.
- ▶ Issue position and guidance papers, conducts webinars, participates in symposiums to increase knowledge of different programs and best practices.
- ▶ Foster better communication and effective joint action between the Federal Government and the States, as well as, among the membership.

WHAT DO WE DO?

- ▶ Structure of ASTSWMO: <http://www.astswmo.org/main/about.html#bod>
 - ▶ Board – 14 members
 - ▶ Executive Committee comprised of the President, Vice-President, Immediate Past-President, and Secretary-Treasurer
 - ▶ One representative from each of the 10 EPA regions
 - ▶ Members
 - ▶ Constitute all States, Territories, and D.C.
 - ▶ Main DC Office – Executive Director, Senior Program Managers, Junior Program Manager, Info. and Tech. Specialist, and Office Administrator.
 - ▶ Subcommittees – comprised of representatives from member States and staffed by a program manager
 - ▶ Task Forces/Focus Groups – a subdivision of a Subcommittee that focuses on a specific area of a Federal program/issue

HOW DOES IT WORK?

Appendix A: ASTSWMO Organizational Chart and Policy for Allocating and Identifying Direct and Indirect Costs



- ▶ Broadly, we work in the areas of waste management, materials management, restoration, clean-up, and pollution prevention.
- ▶ Our Subcommittees take a more in-depth look at each of these areas and provide the information and guidance on Federal programs.
 - ▶ CERCLA and Brownfields
 - ▶ Federal Facilities
 - ▶ Hazardous Waste
 - ▶ Materials Management
 - ▶ Tanks
- ▶ The Subcommittees also seek to maintain a close partnership with the US EPA and DoD, and strengthen ties with the various State agencies.

WHAT AREAS DO WE WORK ON?

STRATEGIC PLAN GOALS 2014 - 2019

▶ **GOAL 1: PROVIDE ASSISTANCE TO MEMBERSHIP**

- ▶ Letter to Senate Appropriations
- ▶ Letter to EPA on regulatory reform
- ▶ Ad Hoc Workgroups: CCR, CERCLA 108(b), PFAS

▶ **GOAL 2: ENHANCE AND CULTIVATE PARTNERSHIPS**

- ▶ MOU with SWANA
- ▶ Joint Meetings: Horinko Group

▶ **GOAL 3: LONG-TERM SUSTAINABLE ORGANIZATION**

- ▶ Board continuing to work on long-term fiscal strategy

▶ **Succession and long-term planning: next generation**

SECURING THE NEXT GENERATION OF ENVIRONMENTAL PROFESSIONAL



- ▶ What are the collective **WE** doing about getting young professionals into our environmental programs?

SECURING THE NEXT GENERATION OF
ENVIRONMENTAL PROFESSIONALS

FIVE GENERATIONS OF EMPLOYEES IN TODAY'S WORKFORCE

SO WHO ARE THE DIFFERENT GENERATIONS?

Here is how they are often grouped:



TRADS
1928 – 1944

TRADITIONALISTS:

Value authority and a top-down management approach; hard working; 'make do or do without'.



BOOMERS
1945 – 1964

BABY BOOMERS:

Expect some degree of deference to their opinions; workaholics



GEN X
1965 – 1979

GENERATION X:

Comfortable with authority; will work as hard as is needed; importance of work life balance.



GEN Y
1980 – 1994

GENERATION Y:

Respect must be earned. Technologically savvy; goal and achievement oriented.



GEN Z
1995+

GENERATION Z:

Many traits still to emerge. Digital natives, fast decision makers, highly connected.

- ▶ *Managers and leaders face an unprecedented challenge*
- ▶ Managers and leaders are responsible for solving how to get up to five generations working side by side in their workforce
- ▶ Each generation brings its own life stage, communication preferences, priorities, and more
- ▶ Next generation of public servants will be fundamentally different
- ▶ <http://genhq.com/five-generations-of-employees-in-todays-workforce/>

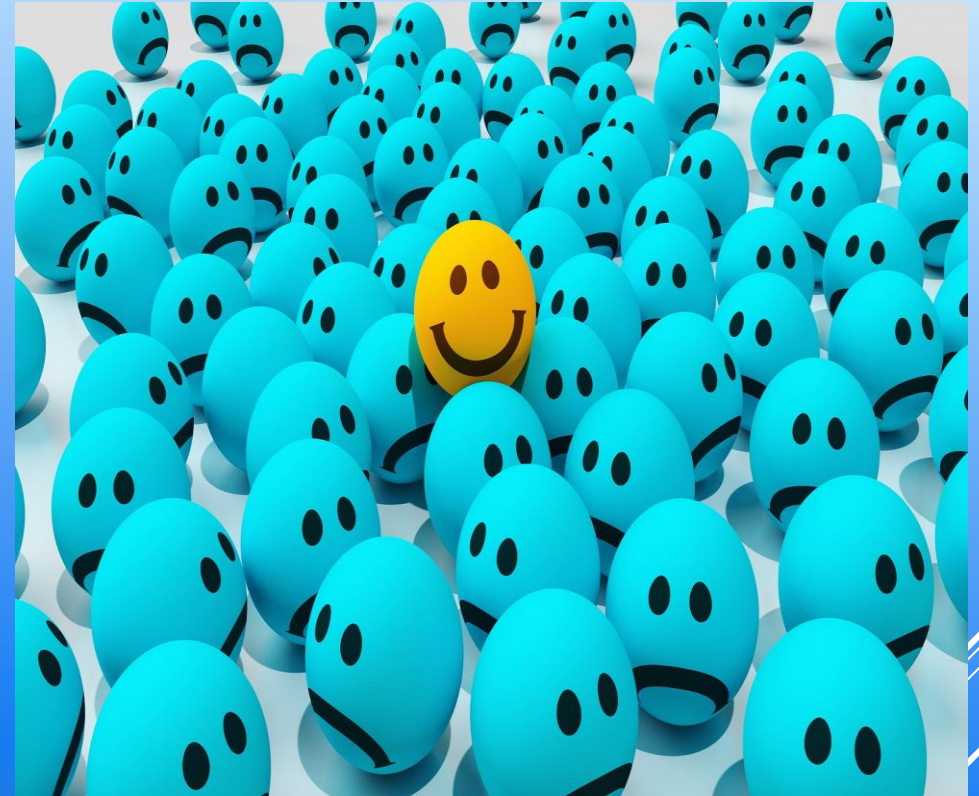
CHANGING LANDSCAPE

- ▶ Engagement
- ▶ Grooming leaders
- ▶ Expertise
- ▶ Trust
- ▶ Training
- ▶ Mentoring
- ▶ Hiring practices
- ▶ Phased retirement



CHALLENGES

- ▶ 1. Appreciation for your work
- ▶ 2. Good relationships with colleagues
- ▶ 3. Good work-life balance
- ▶ 4. Good relationships with superiors
- ▶ 5. Learning and career development



HAPPINESS FACTORS

- ▶ Challenges for millennials and probably for next generation, Gen Z in the workforce:
 - ▶ 50% use their own applications because corporate apps don't meet their needs
 - ▶ 78% say workplace environment impacts their decision to stay a job
 - ▶ 50% say flexible work hours & freedom to work from anywhere improves work life balance
 - ▶ 37% would accept a pay cut to more flexibility on the job

https://www.slideshare.net/ChristophBauer/what-millennials-and-young-professionals-want/7-What_young_professionals_want_ChristophBauerLets

WORKPLACE ENVIRONMENT

- ▶ 50% of the workforce by 2025
 - ▶ By 2020 Millennials will be 35% of workforce and Gen Z will be 24%
- ▶ 69% don't believe regular office attendance is necessary
- ▶ 78% of job seekers are motivated by how innovative a company is
- ▶ 53% would rather give up their sense of smell than technology
- <https://www.bls.gov/opub/mlr/2012/10/art1full.pdf>
- https://www2.deloitte.com/content/dam/insights/us/articles/3884_Meet-the-US-work-force/DUP_Meet-the-US-workforce-reprint.pdf

CHANGING WORKPLACE ENVIRONMENT

- ▶ We need to realize that each of us have strengths
 - ▶ Are you a boomer or gen-x that doesn't know technology then reach out to that millennial!
 - ▶ A millennial that wants to learn more then go find that boomer or gen-x to learn something new
 - ▶ MENTORSHIP
- ▶ Must work together
- ▶ Learn from each other

WHAT CAN THE COLLECTIVE WE DO





ASTSWMO 1001

Pay to the order of **Kinglsey Elementary School** Date **April 25, 2018**
Four Hundred Dollars 00/100 **\$400.00**

: 0000000000: 00000000000" 01001 For **Reusable Bottles**

- ▶ Learn more about what we do and what we're working on by visiting our website at www.astswmo.org
- ▶ You can also reach us by phone: (202) 640-1060
- ▶ Also check us out on:
 - ▶ Facebook at <http://www.facebook.com/ASTSWMO>
 - ▶ Twitter at <http://www.twitter.com/ASTSWMO>
 - ▶ LinkedIn at <https://www.linkedin.com/company/astswmo>

HOW CAN YOU GET IN CONTACT
AND LEARN MORE?

DANIA RODRIGUEZ
ASTSWMO
EXECUTIVE DIRECTOR
DANIAR@ASTSWMO.ORG
202-640-1060

Several thin, parallel white lines of varying lengths and orientations are positioned in the bottom right corner of the slide, creating a modern, abstract graphic element.